

ADMINISTRATIVE-INTERNAL USE ONLY

DDI- 01/09/86

MEMORANDUM FOR: Director of Personnel

VIA: Deputy Director for Administration

FROM: Robert M. Gates
Deputy Director for Intelligence

R. E. Hineman
Deputy Director for Science and Technology

SUBJECT: Allocation of SIS Ceiling

1. The final decision on SIS positions and ceiling rests with the DDCI, and should continue to do so. Prior to the next allocation of SIS ceiling however, we would like to reexamine the method used to spread SIS ceiling increase among the Directorates.

2. We understand that your recommendations on spreading new SIS ceiling are presently based on a direct ratio between SIS ceiling and the total Agency ceiling. Thus, if one of us receives 25% of the total FY-87 Agency ceiling increase, we would also receive 25% of any SIS ceiling increase. We find fault with this method for the following reasons:

- o It presupposes that responsibilities at the SIS level are directly related to the size of the workforce;
- o It inhibits adding more senior responsibilities to a job as a means of creating additional SIS positions;
- o It does not take into consideration organizational changes such as the creation of new offices or staffs as justification for additional SIS ceiling; and,
- o It limits the availability of specialist positions (such as Project Managers and Senior Analysts) at the SIS level because they are not related to large ceiling increases.

3. We propose that SIS ceiling be allocated on the number of positions PMCD approves at the SIS level, instead of computing the ratio based upon position ceiling increases. This methodology will:

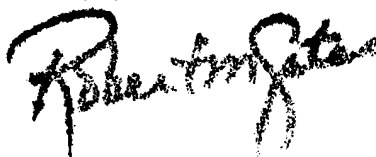
- o Relate SIS ceiling increases directly to increased responsibilities at the SIS level;

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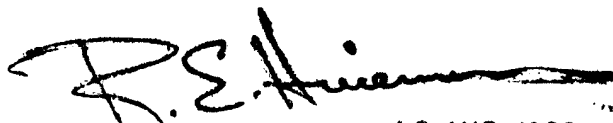
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- o Provide for SIS ceiling increases on their own merit even in times of limited Directorate ceiling increases;
 - o Provide a system for use with OMB that bases substantiation of additional SIS ceiling on an increase in verified SIS positions; and,
 - o Overcomes our basic objections to the present system.
4. We would like to have an OP position paper on this matter as a basis for a discussion among the DDs.



Robert M. Gates



R. E. Hineman 10 MAR 1986

DI/MPS/ (28 February 1986)

STAT

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